

**Subject:** Raise for Katie

**From:** Ellen Riotto <ellen@southpark.la>

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**To:** Robin Bieker <robin@biekerco.com>, 'Daniel Taban' <daniel@jadeent.com>, Robert Buente <bbuente@1010dev.org>, Shelby Jordan <sjordan@aegworldwide.com>

All,

As I briefly mentioned in in email recently, I've been taking Laronnia's leave as an opportunity to realign staff's skills and interests with their roles and responsibilities. We will then try to hire Laronnia's replacement around those needs that are identified through this process.

I'm still working on the job description, but I hope to have it ready by EOD tomorrow. As part of this process, I've outlined each person's responsibilities and have realized that Katie is not getting compensated enough for the work that she's putting in. She hit her year mark last month, which would have been the time to give her a raise. That's on me for missing that mark. She's currently making \$57,500 and I'd like to bump her to \$65,000 and change her title to Director of Operations. Katie is an exceptional employee – as you all know, she's thorough, hard-working, loyal, and has no problem rolling up her sleeves and diving into anything that is thrown her way. With the new hire, we'll be moving her into a role where she'll be able to flex her property manager muscles a little more often.

For context:

Josh was given a \$5000 raise back in November and is now at \$85,000

Wallis came in at \$65,000

To me, there is no question that Katie is just as valuable, skilled, and integral to the team and organization.

I'd like to hear your thoughts on this. Please let me know if you have specific questions or concerns.

Thanks,

Ellen

Ellen Riotto

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